

CONFIDENTIAL.

SGA/PEO/1 # 16

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SUBJECT:

S. G. REVISION OF SALARIES 1965

CONNECTED FILES.

NUMBER

SOUTH GEORGIA : GOVERNMENT STAFF

T 1

1st July, 1960

<u>Office</u>	<u>Name</u>	<u>D. of B.</u>	<u>Arrived S.G.</u>	<u>Salary Scale</u>	<u>Incremental Date</u>	<u>Due leave or End Contract</u>	<u>Salary at 1.7.60</u>
* Administrative Officer	D.J. Coleman	7. 1. 15	24. 6. 59	£1,100 fixed	-----		£1,100
Dentist	H. Jacoby	9. 9. 25	25. 9. 59	£1,600 fixed	-----	25. 3. 61	£1,600
Biologist/Scaling Inspector	W.N. Bonner	15. 2. 28	27. 9. 57	£1,000 x £25 - £1,100	21st Aug.	27. 9. 62	£1,025
Senior Customs Officer & Administrative Asst.	H. Ruddy	18. 1. 14	24. 6. 59	£900 fixed	-----		£900
Asst. Customs/ Clerical Officer	Vacant						
= Meteorological Forecaster	D. Borland	9. 5. 21	25. 9. 59	£800 fixed	-----	25. 9. 61	£800
Snr. Met. Asst.	Vacant						
Met. Assistant	M.J. Meade	21.11. 35	25. 9. 59	£420 x £20 - £540	25th Sept.	25. 9. 61	£420
Met. Assistant	D. O'Regan	19. 1. 34	25. 9. 59	£420 x £20 - £540	25th Sept.	25. 9. 61	£420
Senior W/T Operator	P. McLeod	8.11. 34	14.11. 57 (left Stanley)	£780 fixed	7th Nov.		£780
Junior W/T Operator	R.E.P. Carter	24. 4. 15	4. 7. 58	£420 x £20 - £540	12th May	10 60	£520
Junior W/T Operator	R.J. Houlton	15.10. 40	24. 9. 58	£420 x £20 - £540	16th Aug.	25. 9. 60	£420
Snr. Diesel Electric Mech.	J.J. Quigley	25. 4. 34	24. 9. 55	£700 fixed	-----		£700
Asst. Diesel Electric Mech.	A.E.E. Brunby	29.12. 25	27.11. 58	£420 x £20 - £540	-----	2.11.60	£540
Asst. Diesel Electric Mech.	E.S.E. Ovesen		23. 6. 60	£540	-----	Apr./June 1961	£540
= Constable/ Handymen	B.W. Biggs	31. 3. 18	9. 1. 54	£450 fixed	-----	4. 1. 64	£450

= Permanent and pensionable

* also receives Entertainment Allowance £100

<u>Office</u>	<u>Name</u>	<u>D. of B.</u>	<u>Arrived S.G.</u>	<u>Salary Scale</u>	<u>Incremental Date</u>	<u>Due leave or end contract</u>	<u>Salary at 1.7.60</u>
Cook/Steward (Admin. Off.)	J. Shields	1. 10. 11	24. 9. 58	£450 fixed	----	24. 3. 61	£450
Cook/Steward (Discovery House)	Mrs. M. Mowatt	3. 10. 33	3. 5. 59	£450 fixed	----	3. 5. 61	£450
Steward (Discovery House)	G. L. Mowatt	14. 5. 22	3. 5. 59	£400 fixed	----	3. 5. 61	£400
Whaling Inspector	Vacant						
Whaling Inspector	Vacant						
Whaling Inspector	Vacant						
Painter	W. Lindsay	10. 4. 20	2. 1. 60	£450 fixed	----	2. 1. 61	£450
Constable/Handyman	J. Lawrence	11. 9. 04	3. 3. 57	£450 fixed	----	3. 10. 60	£450

<u>OFFICE</u>	<u>NAME OF HOLDER</u>	<u>DATE OF BIRTH</u>	<u>DATE OF 1ST APPOINTMENT</u>	<u>SCALE</u>	<u>SALARY</u>	<u>INCREMENTAL DATE</u>
* Administrative Officer	D. J. Coleman	7. 1.15.	24. 6.59.	Fixed	£1,375	
+ Senior Customs Officer and Administrative Assistant	H. B. Ruddy	18. 1.14.	24. 6.59.	Fixed	£1,125	
+ Junior Customs Officer and Administrative Assistant	J. R. Whitney	8. 3.30.	21.10.60.	£525 x £25 - £675	£675	Top of Scale
Junior Customs Officer and Administrative Assistant	E. R. Fox	8. 5.38.	9.11.61.	£525 x £25 - £675	£550	9th November
Senior W/T Operator	N. E. Scott	21.11.31.	23. 6.61.	Fixed	£975	
Junior W/T Operator	J. Russell	28.11.38.	16. 1.63.	£525 x £25 - £675	£575	16th January
+ Senior Diesel Electric Mechanic	J. J. Quigley	25. 4.34.	25. 8.55.	Fixed	£975	
Assistant Diesel Electric Mechanic	P. Morrison	15. 7.39.	14. 5.62.	£525 x £25 - £675	£525	14th May
+ Constable/Handyman	B. W. Biggs	31. 3.18.	9. 1.54.	Fixed	£565	
Constable/Handyman	R.W.M. Goss	2. 2.39.	3. 4.63.	Fixed	£565	
Meteorological Forecaster	D. Borland	9. 5.21.	27. 8.53.	Fixed	£1,100	
Senior Meteorological Assistant	Vacant					
Meteorological Assistant	M. D. Newman	27. 1.40.	12.11.61.	£525 x £25 - £675	£550	12th November
Meteorological Assistant	P.F.J. Mahoney	7. 3.41.	12.11.61.	£525 x £25 - £675	£550	12th November

<u>OFFICE</u>	<u>NAME OF HOLDER</u>	<u>DATE OF BIRTH</u>	<u>DATE OF 1ST APPOINTMENT</u>	<u>SCALE</u>	<u>SALARY</u>	<u>INCREMENTAL DATE</u>
Cook/Steward, Discovery House	R. Waterhouse	11. 2.26.	23. 6.61.	Fixed	£565	
Steward, Discovery House	Mrs. R. Waterhouse	15.10.21.	23. 6.61.	Fixed	£500	
Cook/Steward, Discovery House	J. Shields	1.10.11.	27.11.62.	Fixed	£565	
Dental Surgeon	I. G. Claming, B.D.S.	16. 1.35.	27.11.62.	Fixed	£1,600	
Biologist/Sealing Inspector	R. W. Vaughan	19. 3.41.	27. 9.61.	£1000 x £125 - £1250	125 £1,250	27th Sept. Top of Scale
Medical Officer	D. Orr, M.B., Ch.B.	11.12.97.	7.12.62.	£1320 x £30 - £1620	£1,620	Top of Scale
Painter	W. Lindsay	10. 4.20.	6. 4.63.	Fixed	£565	
Cook/Steward, Discovery House	P. C. Pearce	29. 4.29.	27.11.62.	Fixed	£565	

+ Pensionable Post.

* Entertainment Allowance of £125.

All Officers receive a gratuity of £10 per month on satisfactory completion of tours.

Married personnel receive a victualling allowance of £132 per annum plus free quarters,
light and fuel.

Single persons are provided with free board and lodgings.

SOUTH GEORGIA STAFF LIST

1st May 1966

<u>Office</u>	<u>Name</u>	<u>Date of Birth</u>	<u>Date of Appointment</u>	<u>Scale</u>	<u>Salary</u>	<u>Incremental Date</u>	<u>Remarks</u>
+ Administrative Officer and Magistrate	Captain D.J. Coleman	7. 10. 15.	24. 6. 59.	Fixed	£1,375	-	£125 Entertainment Allowance.
+ Senior Customs Officer & Administrative Asst.	H.B. Ruddy	18. 1. 14.	24. 6. 59.	Fixed	£1,125	-	
+ Assistant Customs/ Clerical Officer	R.J. Biggs	10. 2. 45.	14. 6. 65.	£525x£25-£675	£525	14th June	
Senior W/T Operator	I.T. Anderson	12. 3. 29.	17. 2. 66.	Fixed	£975	-	
Junior W/T Operator	C.D. Penny	23. 6. 26.	13. 3. 65.	£525x£25-£675	£600	13th March	
+ Senior Diesel Electric Mechanic	J.J. Quigley	25. 4. 34.	25. 8. 55.	Fixed	£875	-	
Assistant Diesel Electric Mechanic	P. Morrison	15. 7. 39.	14. 5. 62.	£525x£25-£675	£675	Maximum	
+ Handyman	B.W. Biggs	31. 3. 18.	9. 1. 54.	Fixed	£565	-	
Handyman	W.B. Berntsen	7. 11. 16.	24. 6. 64.	Fixed	£565	-	
+ Met. Forecaster	D. Borland	9. 5. 21.	27. 8. 53.	Fixed	£1,100	-	
Met. Assistant	D. Wheeler	15. 1. 43.	9. 11. 63.	£525x£25-£675	£575	17th February	
Met. Assistant (Relief)	E.K.P. Eack	23. 2. 42.	9. 4. 66.	£525x£25-£675	£575	9th April	Seconded from BAS
Cook/Steward Shackleton House	G.L. Mowat	14. 5. 22.	10. 1. 64.	Fixed	£565		
Cook/Steward Shackleton House	Mrs. G.L. Mowat		10. 1. 64.	Fixed	£565		
Cook/Steward Shackleton House	L. Vera de Aguilar		9. 4. 66.	Fixed	£565		

Page two

Cook/Steward Shackleton House	M. Guzman de Arriado		9. 4. 66.	Fixed	£565
Cook/Steward Administrative Officer's House	L.H. Castro de Arriado		9. 4. 66.	Fixed	£565
Sealing Inspector/ Biologist	Vacant				
Medical Officer	Dr. W. Parker, M.B., Ch.B.	14. 6. 1900.	10. 11. 65	Fixed	£2,000
Painter	N.A. Tropman	1. 3. 33.	18. 6. 65.	Fixed	£565

All officers receive a gratuity at the rate of £120 per annum for resident service on satisfactory completion of tours.

Married personnel receive a victualling allowance of £132 per annum plus free quarters, fuel and light.

Single officers are provided with free board and lodging, light and fuel.

+ Pensionable Posts.

SOUTH GEORGIA STAFF LIST

1st May 1968

<u>Office</u>	<u>Name</u>	<u>Date of Birth</u>	<u>Date of Appointment</u>	<u>Scale</u>	<u>Salary</u>	<u>Incremental Date</u>
+ Administrative Officer and Magistrate	Captain D.J. Coleman	7.10.15	24.6.59	Fixed	£1,750 £125 Entertainment Allowance	
+ Senior Customs Officer & Administrative Asst.	Vacant					
+ Junior Customs Officer & Administrative Asst.	R.J. Biggs	10.2.45	14.6.65	P	£700	Maximum
+ Senior W/T Operator	A. Macrae	24.1.46	23.11.67	E	£1,050	1st January
+ Junior W/T Operator	Vacant					
+ Senior Diesel Electric Mechanic	J.J. Quigley	25.4.34	25.8.55	E	£1,210	1st January
Assistant Diesel Electric Mechanic	L. Vera de Aguilar (temporary)		1.4.66	N	£710	1st April
* Handyman	B.W. Biggs	31.3.18	9.1.54	T	£700	Maximum
Handyman	N.A. Tropman	1.3.33	23.11.67	T	£700	Maximum
Met Assistant	M. Guzman de Arriado (temporary) (also acts as Relief Handyman)		1.4.66	Fixed	£600	
Cook/Steward Shackleton House	Mrs. A.L.C. Smith		26.3.68	T	£700	Maximum
Cook/Steward Shackleton House	A.L.C. Smith	15.8.16	26.3.68	T	£700	Maximum
Cook/Steward Shackleton House	Vacant					

Cook/Steward (Admin)	Vacant						
Medical Officer	Dr. E.M. Nowak	2.10.04	22.6.67	A	£2,500	Maximum	

Married personnel receive a victualling allowance of £132 per annum plus free quarters, fuel and light

Single Officers are provided with free board and lodging, light and fuel.

+ Pensionable Posts (A. Macrae is on contract)

Salary Scales

Scale A	£2,000	£2,050	£2,100	£2,150	£2,200	£2,250	£2,300	£2,350	£2,400	£2,450	£2,500		
Scale E	£1,050	£1,090	£1,130	£1,170	£1,210	£1,250							
Scale N	£710	£740	£770	£800	£830	£860							
Scale P	£225	£270	£320	£370	£420	£470	£520	£550	£580	£610	£640	£670	£700
Scale T	£610	£640	£670	£700									

EARNINGS SOUTH GEORGIA PERSONNEL

1st January - 31st Oct.

1969

D. J. Coleman	Salary	1458.	6.	8.
	Allnce.	104.	3.	4.
	Messing	101.	7.	9.
R. J. Biggs	Salary	583.	6.	8. + 58.6.8
	Chg. Allnce.	153.	9.	0. + 4.13.4
A. Macrae	Salary	908.	6.	8.
J. J. Quigley	Salary	1041.	13.	4.
	Messing	110.	0.	0.
A. S. Laffi	Salary	602.	16.	8.
B. W. Biggs	Salary	583.	6.	8. + 58.6.8
	Messing	100.	8.	5. + 4.8.-.
N. A. Tropman	Salary	583.	6.	8.
M. Guzman	Salary	500.	0.	0.
A. L. C. Smith	Salary	583.	6.	8. + 58.6.8
A. J. Smith	Salary	583.	6.	8. + 58.6.8
J. N. Eccott	Salary	1270.	13.	7.
L. Vera	Leave Pay	143.	2.	11.

O.A.P. Contributions Paid

1.1.69 - 31.10.69. 20/4/69.

R. J. Biggs	11. 5. 9.	12. 6. 7.
B. W. Biggs	11. 5. 9.	12. 6. 9
A. L. C. Smith	11. 5. 9.	12. 6. 9.

Put on Sr. *B*
Salmon Corp file
Con.

C.S.

S.

There has recently been some discussion about stocks of clothing, etc. required for South Georgia.

I thought that it might be of interest to you to know that my information is that the following are held for sale at King Edward Point :

Skis Ski-boots

and at Grytviken:

→ Slopchest :

Oiled socks

String Vests

Ski boots

Rubber boots both knee and thigh

Raincoats, jackets, trousers

Sealers' Sleighers hats

LA

5/8/65

Stanley,
Falkland Islands.

3rd August, 1965.

Your Excellency,

I have the honour to submit herewith my report on Salaries and Conditions of Service in respect of the Dependency of South Georgia.

My terms of reference were those drawn up for a similar examination relating to service in the Colony but I found that in several respects these could not be applied to conditions in the Dependency. I have, therefore, restricted my report to those subjects that appeared to me appropriate to the Dependency and I trust that I have correctly interpreted your intention.

I have the honour to be,

Sir,

Your obedient servant,

L. G. G. G.

Commissioner.

His Excellency the Governor,
Government House,

STANLEY.

file 4
S.
3/11/65

GOVERNMENT HOUSE,
STANLEY

RESTRICTED

Despatch No. S.G. 24 of 1965

29 December, 1965

My Lord,

I have the honour to forward herewith a copy of the report of the Commissioner for the review of salaries and conditions of service in respect of the Dependency of South Georgia.

2. This report followed the appointment on 31st December 1964 of a Commissioner (the Hon. Mr L.C. Gleadell, Colonial Treasurer) to review salaries and conditions of service in the Falkland Islands. The appointment of the Commissioner was extended on 8th January 1965 to cover the Dependencies.

3. The Commissioner's terms of reference were the same, both for the Colony and for the Dependencies, and are set out in full on page 204 of the attached copy of the Falkland Islands Gazette dated 31st December 1964.

4. The Commissioner's report in respect of the Colony was in due course accepted by the Executive Council and by the Standing Finance Committee of the Legislative Council. As far as actual salaries were concerned, only very minor amendments to the Commissioner's recommendations were advised by either Council.

5. You will note that the Commissioner's report in respect of South Georgia was written in August. Discussions on the Colony report were, however, only completed on 16th December and I purposely took no action on the South Georgia report until all aspects of the Colony report had been thoroughly debated in case some aspect of the latter were to affect the former.

6. It would of course be incorrect to give the impression that conditions either of living or of serving in South Georgia have much in common with those found in the Falkland Islands. The sheer desolation of South Georgia, coupled with its historic whaling associations, its rare fauna and flora and its unspoiled natural state, are attractions that appeal to a sufficient number of young men to keep at a satisfactory level recruitment for the majority of posts on 18 to 24 months contracts. The Colony, while having many natural advantages, is not favoured in popular imagination with the same short term recruitment attractions as South Georgia and the problems facing the Colony, which is looking for a much more permanent type of inhabitant, are not by any means always those found in South Georgia. Nevertheless, there is much to be said for the proposal to have a uniform set of salary scales for the two places and I should like to see this idea adopted.

7. I find myself in a large measure of agreement with the report in general. It is true that the particular appeal of South Georgia mentioned in paragraph 6 of the report could be exploited and

/therefore.....

The Right Hon. the Earl of Longford,
Secretary of State for the Colonies.

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therefore the permanent officers of the Dependency must be assured that their interests are not overlooked. So long as permanent officers are employed in South Georgia (and here again I share the view expressed in paragraph 10 of the report) salary rates and scales should not be influenced by consideration of factors not applicable to such officers; for example, the attraction of a pioneer life that short term contract officers might seek.

8. The abolition of the South Georgia gratuity (paragraph 13 of the report) appears to me appropriate. This payment amounts to \$10 per month to all officers resident in South Georgia and is payable both to permanent and to contract officers, being conditional on an officer satisfactorily completing his tour of duty.

9. The application of such an arrangement to permanent and pensionable staff must surely have been misconstrued but it has continued for so long that its origin cannot be accurately traced. Be this as it may, the absence in the Commissioner's report of any recommendation for the payment of a gratuity to contract officers on completion of contract was somewhat unexpected. In his Colony report the Commissioner recommended the introduction of a 15 per cent gratuity for contract officers and this recommendation has been accepted. I expected to see a similar recommendation in the South Georgia report. However, when one takes into account all the "fringe" benefits of South Georgia, i.e. free accommodation, food, heat and light, I am satisfied that contract officers in South Georgia are in practice adequately rewarded. The fact that permanent officers in South Georgia are pensionable does not, I now consider, affect the issue. A lengthy period of service in South Georgia has little in common with an 18-month contract.

10. Under the heading of Leave and Passages reference has been made in paragraph 7 of the report to the case of an officer, recruited in the Colony but on the permanent and pensionable staff of the Dependency, who is required to stay at South Georgia for tours of 5 years. I propose to permit this officer to come to Stanley half way through each tour and to provide him with free passages each way for his wife and family.

11. Travel facilities are referred to in paragraph 9 of the report. I am anxious to see that Colony entitlements are extended to South Georgia whenever possible but it has to be accepted that in practice advantage must be taken of whatever transport opportunities are available including passage in small whaling vessels.

12. I am not in complete agreement with the Commissioner on three of his salary recommendations. I accept the view set out in paragraph 11 of the report that the Administrative Officer's position in the overall Colony/South Georgia salary structure has to be determined before consideration can be given to the grading of other posts. I agree with the position vis-a-vis Colony posts that the Commissioner has allotted to the Administrative Officer. However, it is my opinion that \$1,850 plus the "fringe" benefits mentioned above, this office would be overvalued and I accordingly propose a salary of \$1,750.

13. The posts of Senior Customs Officer and Administrative Assistant and of Meteorological Forecaster I also consider to be valued beyond their worth. In both respects I propose a fixed salary of \$1,370, i.e. the minimum of the scale in which they are shown.

14. Apart from these three recommended adjustments I am satisfied that the salaries proposed are reasonable. They involve ~~specific~~ *substantial* increases for some officers, particularly those in the higher

/grades.

RESTRICTED

grades. This follows the pattern already adopted in the Colony. The South Georgia establishment, because so small, is thereby the more dependant on good quality officers. In an establishment of less than two dozen people, the presence of one who can not or does not pull his weight may have a serious effect on the remainder. It is important, therefore, that salaries be sufficiently high to attract the right sort of officer.

15. It is, I think, worth pointing out that to the present salary scales shown in the Appendix to the report should be added in every case the South Georgia gratuity of £10 a month in order to make a true comparison with the proposed new scales. If the new scales are adopted the South Georgia gratuity will of course fall away.

16. Since the report was written the officers referred to in paragraph 16 have left the service and the problem of deciding on their new rates of pay no longer arise.

17. I intend to take up, in connection with the estimates for 1966/67, the question of old age pension contributions and the provision of this.

18. I am anxious however that early consideration may be given to the question of the proposed salary awards and I recommend that these be introduced, as amended in paragraphs 12 and 13 above, with effect from 1st January 1966, the date on which the revised Colony salaries become effective.

19. No additional financial provision will be necessary in 1965/66 and as far as the future is concerned I consider that the increased rates can largely be offset by reductions in staff. I have already decided not to replace one of the Junior Customs Officers who has left the service and I do not intend to replace the Painter when his contract expires. The post of Sealing Inspector/Micologist will be placed in abeyance when the contract of the present holder comes to an end.

I have the honour to be, My Lord,

Your Lordship's obedient, humble servant,


GOVERNOR.

DECODE.

No. 121.

TELEGRAM.

From Administrative Officer, South Georgia

To Colonial Secretary, Stanley

Despatched : 26th January 19 66 Time : 2000

Received : 27th January, 19 66 Time :

17 No. 25. Please refer to your memorandum No. 2119/B dated 8th January 1965. Grateful to know if review completed and if so a brief telegraphic report on South Georgia findings.

Adminoff

P/L : LS
(Intld.) HIB

Reply at 836

Reply

Jan 25. Review
Completed & sent to
London for consideration.
I will put you in
picture during my visit
Selling

CHAPTER ONE.

INTRODUCTION.

My appointment to be Commissioner for the Review of Colony Salaries and Conditions of Service dated 31st December, 1964, was extended on 8th January, 1965, to include South Georgia. There was an unavoidable delay in taking action on the extended commission due to the absence of any means of travelling to the Dependency. Opportunity eventually occurred to make a visit in June, 1965, and I had time to see and discuss matters that appeared to me to be of importance. I had earlier received a number of written representations from officers at South Georgia which proved a most useful background to my enquiries on the spot. Several people who wrote to me also came to see me while I was at South Georgia.

2. In producing this report I have avoided delving into the object of having a Government establishment at South Georgia although I do comment on the size of the staff. The former is not within the scope of my terms of reference unless I make use of it in the chapter dealing with economies. I think this would be wrong.

3. As was the case in the review of Colony salaries and conditions I am deeply grateful to all who wrote to me or came to see me. Without such assistance a task of this nature would indeed be a formidable one.

CHAPTER TWO

RECRUITMENT DIFFICULTIES.

4. Recruitment, insofar as it means getting people to South Georgia, has been reasonably successful with the exception of filling the post of Medical Officer. There has been a good deal of trouble after arrival in the Dependency with Stewards and a number have failed to complete their contracts. The complement of Stewards is, and has been for some time, 50% below strength. No convincing reason has been given for this state of affairs but it is interesting to note that successive engagements of man-and-wife teams have proved successful. A similar combination to fill present vacancies might not be equally satisfactory as they would not be working together. One is required for Shackleton House and the other for the Administrative Officer. I can make no recommendations: South Georgia is a place that appeals to some and appeals others. The vast majority of people are in the latter group.

5. Several officers commented on the lack of inducement to return to the Dependency for further tours. They felt that something more than a £25 increment should be offered. Others said that the principal object of seeking service at South Georgia was to save money but for various reasons this could not be achieved to the extent that was considered sufficient on the existing salaries and salary scales. Comparison was made with the salaries paid by the British and Norwegian whaling companies.

6. In most fields of employment there is a desire to hold on to people who have proved their worth but there is, nevertheless, a limit to the value of any post. There could not, in my opinion, be any undertaking that salaries would increase on every renewal of contract but frequent examination should be conducted to ensure that they keep pace with events. In this latter respect I would like to draw particular attention to one aspect of the South Georgia scene that is likely to attract incorrect interpretation. Young men who fancy a spell of pioneer-type life and are attracted by the rugged conditions that South Georgia offers are likely to accept appointment on comparatively low salary rates, regarding the lack of financial return as being compensated by the adventurous nature of the

appointment. This mental approach should not be permitted to influence the salary prospects of the permanent and pensionable officers whose entire future, including saving and retirement plans, depends upon the salary scales being kept up to date. With regard to the comparison with whaling companies salaries I am not convinced that there is sufficient common ground for satisfactory conclusions to be drawn. In addition one cannot ignore the fact that the companies referred to ceased to operate because of the high costs.

Salaries pay when looked up

CHAPTER THREE

LEAVE AND PASSAGES.

7. One officer complained that his 5-year tour for a passage and overseas leave compared unfavourably with the 18-24 months tours of other officers. I find that this officer is one of a total of two officers holding the same appointment. The other officer is on short term contract from the Colony and is not entitled to any passage or overseas leave. I do not agree that equality of passage and leave entitlement irrespective of the nature of the post is a valid argument and make no recommendations.

8. Another officer has requested an increase in his leave-earning rate from 5 to 7 days per month. In support of this claim he explains that the nature of his work requires him to be on call practically every day of his South Georgia tour and that he is unable to enjoy the pleasures of week-end etc. breaks. I consider that the proper way to recognise the duties of any post is in the form of salary; and with tours of only 18 months a leave-earning rate of 7 days added to as much as two months travelling to and from the United Kingdom could result in the officer being away from the Dependency too long.

9. Reference has also been made to the grade of travelling accommodation provided for junior staff travelling on leave to the United Kingdom. Bearing in mind, however, the need to take whatever opportunities arise and the impossibility of selection unless the route is through Stanley and Montevideo, I shall go no further than recommend that any changes in the facilities offered to Colony officers should be passed on to South Georgia to be applied whenever circumstances permit.

CHAPTER FOUR

PENSIONS.

10. I consider pensionable conditions, i.e. the requirement to spend a lifetime at South Georgia, are unrealistic and recommend that further appointments of this nature be discontinued. Secondment to South Georgia of officers holding pensionable appointments in, e.g. the Colony, would not be excluded by this recommendation.

CHAPTER FIVE.

SALARIES AND SALARY SCALES.

11. In reaching the conclusions I record in this report I have

considered it a first essential to have regard for what is paid in the Colony; it is necessary, I believe, to establish the seniority of the Administrative Officer in the overall Colony/Dependency establishment and then to set out the Dependency's establishment accordingly.

12. I have already made recommendations for the reorganisation of the Colony salary structure and in an appendix to this report I set out for South Georgia similar arrangements using the proposed Colony salaries and salary scales as the basis of my recommendations.

13. I recommend the abolition of the South Georgia Gratuity.

14. I recommend the creation of a post of Senior Cook/Steward. One of the Cook/Stewards serving Shackleton House should, in my opinion, be in charge of the catering arrangements and have authority to say what will, or what will not, be done. He should also be involved in the planning of indents for foodstuffs and responsible for keeping the cost of victualling within the required limit.

15. In general my proposals for the South Georgia salary structure are that they amount to Colony rates supplemented by free accommodation, food (or an allowance in lieu), fuel and light.

16. My valuation of posts shows that Junior Customs Officers and Administrative Assistants are already in receipt of more than the maximum of the new scale. I recommend they be permitted to remain as they are unless, in the case of one on the lower range of the current scale, he wishes to transfer.

CHAMBER SIX.

OTHER MATTERS.

17. It is recommended that where officers are recruited in the Colony or seconded from service in the Colony the Dependency's administration assumes the role of employer for the purposes of contributions to the Colony Old Age Pensions Fund. At present the full cost of contributions is borne by the employee.

18. It is further recommended that in the case of persons recruited in the United Kingdom the Dependency accepts liability to pay the employers share of any contributions that the officer may make to the National Health Insurance scheme.

19. It has been suggested that there is a case for increasing the allowance in lieu of free food (payable to married officers who have their families at South Georgia) to what it costs per man in Shackleton House. I feel that it would be incorrect to use Shackleton House as the only guide in a matter like this as large establishments are not able to exercise the economies that are possible in a small household. Another feature requiring consideration is that the amounts received in respect of the sale of provisions rarely exceed the total paid out in the form of Messing Allowances despite the fact that the latter is intended for the officer only while the former includes the cost of feeding the officer, his wife and his children. Unless a better case can be made than the comparison with the cost of victualling Shackleton House I find myself unable to make any recommendation for increasing the Messing Allowance beyond its present £132 per annum.

20. There were a number of requests for the introduction of a Kit Allowance. It was explained to me that the type of clothing required

at South Georgia was such that a complete outfit had to be purchased. In addition skis were essential being the only method of transport from place to place during the winter months. The fact that the skis also represented a form of winter recreation should not obscure their principal object of enabling the officer to do his job.

21. The importance of this matter reaches its peak where the officer serves in the Dependency for a very short time, e.g. during a winter while the permanent holder of a post is on leave. However, as the officer must clothe himself wherever he lives I find myself unable to recommend any allowance in this respect. The clothing, moreover, can be put to use in the climates of the British Isles or the Falkland Islands. I put skis in a different class for two reasons. Firstly they are essential for the performance of the officer's work and secondly they are of little use to him outside South Georgia. I recommend free issues of skis to all officers, their wives and children subject to the condition that they remain the property of the administration and are returned on final departure from the Dependency.

22. The question was raised that there should be additional remuneration to officers who are required to work long hours during the leave periods of others. This kind of thing is usually recognised in the Colony where each case is considered on its merits. It would be impossible to make firm recommendations.

CHAPTER SEVEN.

THE COST.

23. Excluding the remarks contained in the following chapter, in which reference is made to reductions in staff, the cost of what I have proposed would amount to approximately £2,500 per annum.

CHAPTER EIGHT

FINANCING THE COST.

24. Additional income tax of approximately £200 would accrue from the higher salaries recommended. Other savings could be effected by the reduction of staff where the establishment appears to be in excess of requirements. Two Handymen and a Painter seems a large number for so tiny a settlement. An administrative staff of four also seems disproportionate. A decrease in the cost of passages and victualling would follow any decrease in staff. Taking the items mentioned it would be possible to largely offset the additional cost or it could be stated with confidence that the net effect would be a very small increase.

all sandy
20 points (clams)

eg. free
approximate
purchase
clothes from
BAS.

Ski's yes.
ski boots

APPENDIX.

Appointment. Maximum of Present Scale Proposed Scale.

Administrative Officer	£1375 Fixed	£1850 Fixed
Senior Customs Officer and Administrative Assistant	£1125 Fixed	D. £1370 x £140 - £1450
Junior Customs Officer and Administrative Assistant	£525 x £25 - £675	O. - £ 700
Senior W/T Operator	£975 Fixed	E. £1050 x £140 - £1250
Junior W/T Operator	£525 x £25 - £675	H. £710 x £30 - £860
Senior Diesel Electric Mechanic	£675 Fixed	B. £1050 x £140 - £1250
Assistant Diesel Electric Mech.	£525 x £25 - £675	M. £710 x £30 - £860
Handyman	£565 Fixed	S. £610 x £30 - £700
Meteorological Forecaster	£1100 Fixed	D. £1370 x £140 - £1450
Meteorological Assistant	£525 x £25 - £675	L. £710 x £30 - £860
Senior Cook/Steward		L. £710 x £30 - £860
Cook/Steward	£565 Fixed	O. - £700
Painter	£565 Fixed	H. £710 x £30 - £860
Male Nurse	£955	L. £900 x £30 - £1020
Medical Officer	£2000 Fixed	A. £2000 x £50 - £2500
Whaling Inspectors	£674 Fixed	E. £1050 x £140 - £1250

✓ ? 1750

? could be abolished if Colony office abolished
1375 fixed

1375 fixed

abolish

one or other

Ra

9

DECODE.

TELEGRAM SENT.

From GOVERNOR to SECRETARY OF STATE

Despatched: 27.4.66

Time: 1000

Received:

Time:

No 1 South Georgia Revision of Salaries.

7 My Despatch SG24 of 29th December 1965 refers. In view my forthcoming visit to South Georgia in June I shall be grateful for an early reply if possible by bag connecting R.M.S. Darwin Montevideo 2nd May. This date may alter and grateful you contact Falkland Islands Company Pall Mall for latest date.

Governor

See 14 815

GTC : ER

See 8/5/66
(mail)

DECODE.

TELEGRAM.

From Administrative Officer, South Georgia.

To Colonial Secretary, Stanley

Despatched : 3rd May,

19 66

Time : 1900

Received : 3rd May,

19 66

Time :

6

No 108 Please refer to your telegram No 26. Have you any
information or has any action resulted so far? Personnel
getting discontented

Adminoff

P/L : ER

Underlined in GTC

Intld. (H.L.B.)

Reply at 11

GOVERNMENT TELEGRAPH SERVICE

FALKLAND ISLANDSSENT

PI676 P4416 8/64

Number	Office of Origin	Words	Handed in at	Date
	Stanley			7.5.66
To	etat Adminoff ZBH			SGA/o

10 No 04. Tourtel 103 No news yet stop You will be told as soon as
we hear from Colonial Office stop

Secretary

Time ER

DECODE.

TELEGRAM SENT.

From GOVERNOR to SECRETARY OF STATE

Despatched: 20/5/66

Time: a.m.

Received:

Time:

RESTRICTED

S.G. 2

Your S.G.1. South Georgia Salaries.

For Sugg. While appreciating your doubts, I adhere to my recommendations of 29th December for following reasons.

First, in January 1966 total establishment was 23 and by December we will have reduced to 15 excluding two whaling inspectors who may be seasonally employed. The whole organisation is so small that normal criteria scarcely apply. Savings so far made more than cover total recommended increases although these reductions increase responsibilities and work of those who remain.

Secondly, considerable care was taken by Gleadell to assess present value of each post and flat 10% increase ignores this important aspect of review.

Thirdly, similarity of Colony and Dependencies scale allows for secondment of Colony staff to cover leave and times of staff shortage. Cutting out expensive passages from Britain and high advertising costs can lead to economy in money and manpower. Over the years salaries have tended to keep in step with Colony and departure from this will be bad for morale.

Fourthly, one third of total establishment are permanent and pensionable and they must be encouraged to stay and be happy in a station subject to depressing weather, slender medical service and very little contact with the outside world. Between March and November only one ship calls. Free housing, electricity and rations are not really extra perquisites but virtually unavoidable in a station ~~in~~ deep in snow for over half the year, shut in by mountains and with a restricted area in which to move about.

Fifthly, most contract officers start at the bottom of the scale and do not serve long enough to reach top, therefore limitation of scales will not effect real savings but will discourage those who do want to remain. Costly advertising and passages swallow up more than few extra increments.

2. Last increase January 1961. Your paragraph 4 correct.

3. Most grateful early and favourable reconsideration of my recommendations. I shall be leaving for South Georgia on 21st June.

CYPHER "E": EB



CS D1166 14
23/5-14
W
23/5
(12/1/66)

COLONIAL OFFICE

GREAT SMITH STREET, LONDON S.W.1

Telephone: ABBey 1266, ext.

April 1966.

Our reference: FST 88/215/01

Your reference:

Dear Sir Cosmo.

9
Please refer to your telegram SG No. 1 of 27th April and your despatch No. 24 on the revision of the South Georgia salaries. I regret that these papers have suffered one or two unfortunate delays and I cannot yet confirm the acceptance of your proposals.

I hope, however, that we will be able to let you have the answer in time for the next DARWIN leaving Montevideo on 6th June and this should, presumably, reach you before you leave for South Georgia. I am afraid I have now missed the mail leaving on 2nd May.

Yours sincerely,
A. St. J. Sugg
(A. St.J. Sugg)

SIR COSMO HASKARD, K.C.M.G., M.B.E.,
GOVERNMENT HOUSE,
STANLEY,
FALKLAND ISLANDS

13/12/66
(12/1/66)



RESTRICTED

CS. on file pt 15
COLONIAL OFFICE
GREAT SMITH STREET, LONDON S.W.1
Telephone: ABBey 1266, ext.

May 1966

Our reference: FST 88/215/01
Your reference:



Dear Sir Cosmo.

9 Please refer to your Despatch No. 24 about the revision of salaries for South Georgia. Your telegram S.G. 1 does strengthen the case considerably and I hope that we will be able to get your proposals accepted.

I may not however get this through before you go to the Island but if I do I will send you a telegram.

(A. St.J. Sugg)

SIR COSMO HASKARD, K.C.M.G., M.B.E.,
GOVERNMENT HOUSE,
STANLEY, FALKLAND ISLANDS.

RESTRICTED

DECODE.

TELEGRAM SENT.

From SECRETARY OF STATE to GOVERNOR

Despatched: 24/6/66

Time: 2245

Received: 25/6/66 Time a.m.

RESTRICTED

S.G.3.

15

Following from Sugg. Your despatch S.G.24.

Approval given to your proposals provided gratuity abolished, no additional financial provision required in 1965/66 and future cost will be offset by staff reductions.

CYDHER "E": BB

CS. Please tell Secretary of State
that we can comply and that I
am telling SG staff. file please, then
back to me
Reply 18 1/10 20/6 L.S.

Officer	Appointment	Salary 1.1.66 or at date of leavt.	Revised salary or Scale.	(Conversion point in new scales shown underlined)
Coleman	Administrative Officer	1375	1750 fixed	
Buddy	Senior Customs Officer and Administrative Assistant	1125	1370 fixed	
Riggs	Junior Customs Officer and Administrative Assistant	525	P. 3225, 270, 320, 370, 420, 470, 520, 550, 580, 610, 640, <u>670</u> , 700.	
Anderson	Senior W/T Operator	975	E. 31050, 1090, <u>1130</u> , 1170, 1210, 1250.	
Penny	Junior W/T Operator	600	N. 3710, <u>740</u> , 770, 800, 830, 860.	
Quigley	Senior Diesel Electric Mechanic	875	E. 31050, 1090, <u>1130</u> , 1170, 1210, 1250.	
Morrison	Asst. Diesel Electric Mechanic	675	N. 3710, 740, 770, <u>800</u> , 830, 860.	
Biggs	Handyman	565	T. 3610, 640, 670, <u>700</u> .	
Berntsen	Handyman	565	T. 3610, 640, 670, <u>700</u> .	
Borland	Meteorological Forecaster	1100	1370 fixed.	
Johnson	Meteorological Assistant	575	N. <u>3710</u> , 740, 770, 800, 830, 860.	
Wheeler	Meteorological Assistant	575	N. <u>3710</u> , 740, 770, 800, 830, 860.	
Mowatt	Senior Cook/Steward	565	N. 3710, <u>740</u> , 770, 800, 830, 860.	
Gusman	Cook/Steward	565	P. 3225, 270, 320, 370, 420, 470, 520, 550, 580, 610, ⁶⁴⁰ / <u>670</u> , <u>700</u> .	
Vera	Cook/Steward	565	P. 3225, 270, 320, 370, 420, 470, 520, 550, 580, 610, ⁶⁴⁰ / <u>670</u> , <u>700</u> .	
Gastro	Cook/Steward	565	P. 3225, 270, 320, 370, 420, 470, 520, 550, 580, 610, ⁶⁴⁰ / <u>670</u> , <u>700</u> .	
Mowatt, Mrs.	Cook/Steward	565	P. 3225, 270, 320, 370, 420, 470, 520, 550, 580, 610, ⁶⁴⁰ / <u>670</u> , <u>700</u> .	
Tropman	Painter	565	N. <u>3710</u> , 740, 770, 800, 830, 860.	
Parker	Medical Officer	2000	A. 22000, 2050, 2100, <u>2150</u> , 2200, 2250, 2300, 2350, 2400, 2450, 2500.	

DECODE.

18

TELEGRAM SENT.

From GOVERNOR to SECRETARY OF STATE

Despatched: 21.6.66 Time: 1200 Received: Time:

No SG4. Following for Sugg

16

Your SG3 South Georgia salaries can comply and will inform staff during present visit

Governor

P/L : ER

RESUME OF DECISIONS ARISING FROM SALARIES COMMISSIONER'S REPORT IN
RESPECT OF SOUTH GEORGIA.

No changes in conditions attaching to leave except that Mr. B. W. Biggs will be offered free passages to and from Stanley for himself, his wife and family, once during each tour of five years. This will be in addition to his overseas passage entitlement but his stay in Stanley will be regarded as leave taken.

Overseas passages will be tied as closely as possible to Colony regulations and where passages are by the Stanley and Montevideo route they will be according to Colony regulations. These regulations have yet to be amended but briefly will require officers to fly the Montevideo/United Kingdom lap and that leave will commence the day after arrival in Montevideo from Stanley and end the day before the scheduled departure of the Darwin from Montevideo for Stanley.

South Georgia gratuities are abolished.

A new post of Senior Cook/Steward is created. He will be responsible for all victualling arrangements in Shackleton House as well as planning the annual indents for foodstuffs and keeping the cost of victualling within the required limit.

Officers recruited in or seconded from the Colony who are contributors to the Old Age Pension Fund will have the employers contribution paid by South Georgia during their period of service for South Georgia.

The victualling allowance will continue but is not increased.

Cs Two copies taken to SGT.

*UA
20/6*

DECODE.

20

TELEGRAM.

From The Colonial Secretary, Stanley.

To The Administrative Officer, South Georgia.

Despatched : 20th June, 19 66 *Time :* 1500

Received : 19 *Time :*

No. 122. Salaries revision approved subject certain conditions Governor bringing details.

Colonial Secretary

GTC:IM

pa.

DECODE.

TELEGRAM.

212

From Governor

To Colonial Secretary, Stanley

Despatched : 25th June, 19 66 Time : 1730

Received : 27th June, 19 66 Time :

Immediate. Officers listed twelve and thirteen conversion points differ on revision lists handed to me and Rowlands please confirm conversion points both officers and reply immediate

Governor

Reply at 22

P/L : ER

Intld. H.L.B.

GOVERNMENT TELEGRAPH SERVICE

FALKLAND ISLANDSSENT

22

P4676 P4416 8/64

Number

Office of Origin

Words

Handed In at

Date

Stanley

25.6.66

To

Governor Darwin

HMA/c

21 rps

Officer listed 12 5710

Officer listed 13 5740

Secretary

confirmatory copy phoned ^{wit station} ~~to~~ office 1800

Time

ra

CS

23

D/1/65

9 July 1966

15

16

Many thanks for your letter FST 83/215/01 of May 1966 regarding the revision of salaries for South Georgia and for your telegram S.G.3 of 14th June on the same subject.

It was most helpful to have approval of the salaries revision before my recent visit to South Georgia. Thank you for your assistance.

Incidentally, I should like to mention that the rapid approval of the Colony and South Georgia estimates for 1966/67 seems to have been almost a record for speed. If, as I suspect, you are responsible, many thanks.

1/4

A. St.J. Sugg Esq., C.M.G.,
Colonial Office

Pa

DECODE.

TELEGRAM.

From Administrative Officer, South Georgia

To Colonial Secretary, Stanley

Despatched : 20th July, 19 66 Time : 1745

Received : 21st July, 19 66 Time : 0900

Confidential

No 166. Salaries Revision. With the following exceptions Anderson Penny Wheeler R. Biggs all other staff have signed acceptance revised emoluments.

Anderson appeals on the grounds

- (1) Hours of duty less at VPC than at ZBH
- (2) VPC have time off on Sunday and Public Holidays
- (3) VPC have 10 days local leave per annum
- (4) VPC do not deal with Wireless Telegraphy accounts and abstracts and do not service automatic telephone installation
- (5) service of ZBH equipment has to be done by off duty operator as essential two men should be present when dealing with high tension voltage
- (6) personal qualifications first class certificate P.M.G., City and Guilds Radio (2), Associate of Institute of Practitioners in Radio and Electronics. He considers qualifications and hours of duty should rate top scale E plus 10 days extra leave per annum.

Administrative Officers comments (5) and (6) may deserve some consideration but unable support other points.

Penny appeals on the grounds he is experienced operator who shares work of operating ZBH on a fifty/fifty basis with the Senior Operator and that the present pay differential does not recognise that fact. He considers that on the above grounds he should receive top of salary scale N.

Administrative Officers comments fair and reasonable request which I fully support and Wheeler appeals on the grounds that salary granted for second contract two increments earned on the first contract while revised rates place him on beginning of scale N which would be given to any new recruits. He also queried back dating of his new rate stating it should have been February 3rd and not February 17th.

Administrative Officers comments this officer on new contract and revised rate based on that? Under the impression incremental date date of arrival South Georgia and not date of departure United Kingdom.

R. Biggs appeals on the grounds

- (1) his job not comparable to junior clerk in Colony
- (2) responsible for care of £8,000 worth of stamps and £200 of Postal Orders
- (3) responsible for provision store, Indents, checking, deliveries, stock control and issue of this work further complicated by Chileans inability to make out requisitions or read English, in fact he has all duties envisaged as for Senior Cook Steward

Extracted to P. files.

Reply at 31

DECODE.

TELEGRAM.

From Page 2.

To

Despatched : 19 Time :

Received : 19 Time :

- (4) in addition to general clerical work and administrative duties such as compiling salaries voucher checking discharge of cargo receipt and despatch of mail and documentation same
- (5) by comparison his top rate on scale P less than starting rate Meteorological assistant who can be considered competent after a few weeks training prior to taking up his appointment. Biggs compared this against knowledge and responsibility required by many and varied duties of his present position plus the fact experience gained from 5 years of Government service. He respectfully requests further consideration be given to his present salary scale and ventures to suggest that scale K might be more appropriate than scale P.

Administrative Officers comments I support this appeal and request it be given careful consideration irrespective of any age factor involved.

Grateful for as early reply as possible

Administrative Officer

GTC : ER TB IM
Intld. H.L.B.

18th August,

66.

Dear Sirs,

Following the approval received in June 1966, for a revision of salaries for South Georgia officers, with retroactive effect from 1st January 1966, the undermentioned officers who have left South Georgia and returned to their homes are due to benefit from the revision.

The officers concerned are being advised of the awards and I should be grateful if you would arrange to pay the amounts detailed below from South Georgia funds.

Mr. H.B. Ruddy, Senior Customs Officer & Administrative Assistant
26 Southdown Road,
Shoreham by Sea,
Sussex.

Arrears of salary due	£152. 15. 11.
<u>Deduct gratuity</u>	<u>12. 17. 2.</u>
Net amount due	<u>£139. 18. 9.</u>

Mr. M.A. Kneen, Senior Wireless Operator
Vollan Farm,
Bride Road,
Lezayre,
Isle of Man

Arrears of salary due	£51. 9. -.
<u>Deduct gratuity</u>	<u>12. 17. 2.</u>
Net amount due	<u>£38. 11. 10.</u>

Mr. F.W.C. Johnson, Meteorological Assistant
4 Wilsden Avenue,
Luton,
Beds.

Arrears of salary due	£54. 12. 4.
<u>Deduct gratuity</u>	<u>12. 17. 2.</u>
Net amount due	<u>£41. 15. 2.</u>

Mr. M. O'Farrell, Meteorological Assistant
7 Father Murphy Square,
Kilkenny,
Ireland.

Arrears of salary due	£92. -. -.
<u>Deduct gratuity</u>	<u>12. 17. 2.</u>
Net amount due	<u>£79. 2. 10.</u>

The undermentioned amounts are due to be recovered from Messrs. Ruddy and O'Farrell in respect of income tax on their earnings and I should be grateful if you would arrange for both amounts to be deducted from the arrears of salary authorized above:-

Mr. H.B. Ruddy	£14. 4. -.
Mr. M. O'Farrell	£10. 4. -.

I should/.....

Crown Agents for Oversea Governments and Administrations,
'P' Department,
4, Millbank,
LONDON, S.W.1.

1966

Page two

I should be grateful if you would deduct, from the amount due to Mr. O'Farrell, a further £24. 1. 6. in respect of the medical expenses mentioned in my letter P/1059 of 9th July, 1966, if this has not yet been recovered.

The amounts to be deducted in respect of Income Tax should be credited to South Georgia account and the amount due from Mr. O'Farrell, for medical expenses, should be credited to the Falkland Islands account.

Yours faithfully,

COLONIAL SECRETARY

IM.